



CNA Support of the Navy's Workforce Strategy

CNA's Vision of Its Role



- to provide “creative, high-quality, objective, timely analysis [leaders] can rely upon in making their decisions”
- to support leaders “as they implement their decisions”

CNA's Funding



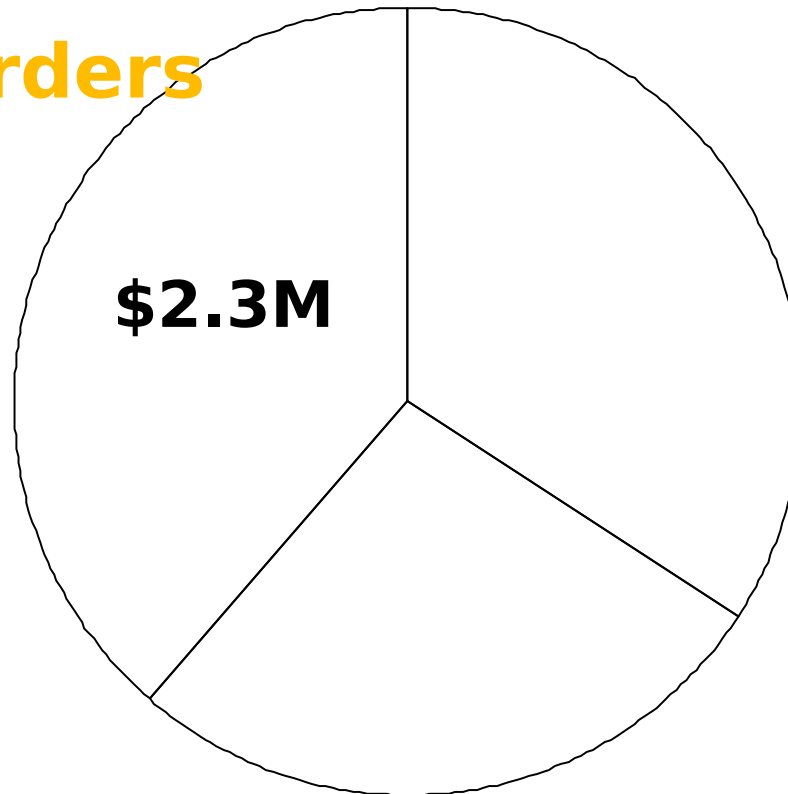
- Core funding – RDT&E 6.6
 - Short- to mid-term focus
 - Funds managed through N-1
 - Studies and analysis
 - LOEs for scientific analyst & ad hoc support
- Task orders – generally RDT&E or O&M
 - Navy and non-Navy sponsors
 - Funds managed by individual commands
 - Volume subject to CNA-wide ceiling

FY-03 Funding to Date



Navy Task Orders

Navy Core



Non-Navy Task Orders

CNP's: “Significant Challenges*”

- Shaping our inventory profiles
- Satisfying the demands of the All-Volunteer Navy in the 21st Century
- Determining total force requirements
- Growing a more experienced and technical force
- Providing meaningful work

*SASC testimony March 2003

Shaping Inventories



- **Steady state accession requirements**
 - What is the range of steady state requirements?
 - How much can the Navy vary from this range in the short run?
- **Retention goals**
 - What is a workable return on investment framework for examining recruiting-retention tradeoffs?

Shaping Inventories



- **Attrition**
 - How is the Navy doing in achieving the CNO's 1st term attrition goals?
 - What lessons can we learn from past (e.g., OEF) about the effect major operations will have on attrition?
- **Complexity modeling**
 - What is feasibility of developing complexity-based, non-linear models to examine manpower recruiting and retention issues?
- **Conjoint approach to retention analysis**
 - How does quality of service factors influence retention?

Demands of All Volunteer Navy

- **Assignment incentive pay**
 - How sensitive are sailors to incentives for voluntarily accepting unattractive assignments?
 - How should the Navy implement such as a program?
- **Classifying process**
 - How effective is the classification system in meeting Navy objectives?
 - What is the impact of the RIDE on classifiers interaction with recruits?

Demands of All Volunteer

Navy

- **Evaluation of home school & Challenge graduates recruiting pilot program**
 - Should graduates from these programs be classified as Tier I for recruiting?
- **Impact of activation & deployment on reserve attrition**
 - What is the feasibility of developing a database to track the effect of Perstempo factors on reservist behavior?
- **Hispanic recruiting**
 - What are the keys to the USMC's success in attracting and retaining Hispanics?

Total Force Requirements



- **Sizing the individual's account**
 - What are the causes and consequences of persistent unprogramming/overexecution?
- **Reserve compensation for the Continuum of Service concept**
 - How should pay system be modified to accommodate changes in the use of reservists?

Total Force Requirements



- **Coast Guard manpower requirements process**
 - How accurate are manning requirements forecasts for new platforms?
 - What are the roles of manpower managers in the requirements process?

More Experienced & Technical Force

- **Top 6: Cost effectiveness**
 - What are the costs and benefits of increasing the Top 6 enlisted paygrades?
- **Support on renorming ASVAB**
 - How can the DOD deal with problems in the collection of the National Longitudinal Youth Survey (NLSY) in creating new norms for the ASVAB?

Meaningful Work



- **Improving the Navy Workforce**
 - Using KSATs to develop Skill Objects for all Navy enlisted jobs
 - Developing an IT prototype for Sea Warrior
- **Support to Task Force Excel**
 - What should professional development matrices look like in various occupations?

Meaningful Work



- **Defining work of USCG warrants officers**
 - What are the CWO job families and functional areas?
 - Is there a more effective organization of CWO jobs?
- **Defense Logistics Agency workforce pilot project?**
 - What are the skill gaps for property disposal and contracting personnel?
 - What methodology should be used to extend this analysis to the broader DLA workforce?

Accessing CNA **information**

- Monthly Progress Reports
 - blackmop@cna.org or 703 824-2249
- pdf's of publicly released document
 - www.cna.org/research/pubs/default.html
- Other inquiries
 - cymrotd@cna.org or 703 824-2313